Date of Meeting: 9 March 2022

Attendees: Mai, Jessica, Yaqin, Sophie, Mary, Sam

1. Feb 11 - International Day of Women and Girls in Science recap
2. Women’s History Month
   1. We were not able to do as many posts on our intended timeline, as WHOI had other priorities
   2. Thoughts/ideas on who we should showcase
      1. Sheila Paine
      2. Joanne Malkus Simpson
3. Bathroom/Lactation Rooms at WHOI
   1. Where are the gaps in info and facilities?
   2. Looking further
      1. Campus map needs to be updated to include AVAST – Could use this time to update map on GN bathrooms/lactation rooms around the campuses
      2. New buildings – Push for GN bathrooms
4. Gender Diversity training
   1. Bring this up next time Natalie is at our meeting
5. Other Topics
   1. Working with GLOW - Broadening the WC support for gender minorities
   2. Is the WC name antiquated and in need of change/move to broader representation of diversity/non-majority people
   3. Diversity Coordination Meeting
      1. New group of Chairs from WCC, CDEI, WC, APO Doherty Chairs for Diversity, GLOW, WHOI Sustainability Committee, WHDAC will meet with Natalie to coordinate diversity issues at work.
6. Things to Know
   1. Next CommuniTea – April TBD – Community Building
   2. Summer CommuniTea – Indigenous People
7. Important items the WC will/could discuss in 2022
   1. Mental Health – How can the WC be a resource
      1. Help promote ESAP and work with HR ad KGA Inc to provide more services
   2. Housing
      1. New students don’t get a paycheck or funds until they are here
         1. Could HR have a loan system to help with transition?
         2. Postdocs get moving allowance
         3. Can WHOI help with initial costs
            1. Moving? First/Last security deposit?
         4. Change the distance limit
         5. Locust Apartments – Workforce Housing for WHOI?
      2. Pay and Promotion Equity
      3. Pregnancy and new Families
         1. What information can the WC host on our website?
         2. Links to WHOI benefits
         3. Location of lactation rooms
         4. Link to MA PFML site
         5. Resources for new moms/parents
            1. Support groups, postpartum resources, daycares
         6. Small list of people that can help with figuring out benefits
      4. Running list of “Natalie Topics”
         1. Push for more gender diversity training